Tips and gratuities – reps' checklist

Here's what you can do to make sure tipping and gratuities are handled fairly in your workplace.

1. Check the tipping policy

- ☐ Ask to see the written tipping policy and check when it was last reviewed.
- ☐ If there's been no consultation with the union or reps, insist that happens from immediately and regularly from now on.

2. Collect evidence from members and workers

- ☐ Talk to members and ask them how tips are shared in practice and see if it matches any written policy.
- ☐ Talk to non-members too – their evidence is important and it's an opportunity to interest them in the union.
- ☐ Gather examples of when the system has seemed unfair or not transparent so you can raise them during review and consultation.

3. Assert the role of union reps in your workplace

- ☐ Use the new duty to consult to get union reps formally recognised as the main voice on tipping.
- ☐ Push for clear, simple rules workers can understand and check.

4. Keep an eye on future updates and guidance

- ☐ Keep an eye on future guidance and the statutory Code of Practice on tips.